

City of Seattle
Civil Service Commission
July 21, 2010

APPROVED SEPTEMBER 15, 2010

Call to Order: Commission Chair Steven Jewell called the regular meeting to order at 9:30 a.m. The meeting was in Suite 1679 of the Seattle Municipal Tower, 700 Fifth Avenue, Seattle, Washington 98124.

In Attendance:

Commission Chair Steven Jewell

Commissioner Ellis H. Casson

Commissioner Gregg Hirakawa

Glenda Graham-Walton, Executive Director

Teresa Jacobs, Administrative Staff Assistant

Gary Smith, Assistant City Attorney

- **PUBLIC COMMENT**

Patsy Taylor, City Light Labor Coordinator, addressed the Commission regarding hearing conduct.

Branda Andrade, City Light Employee Relations Manager, addressed the Commission in response to Ms. Taylor's comments.

Jackie Taylor, City Light, Customer Service/Energy Delivery addressed the Commission regarding Lateral Transfers.

Gary Maehara, City Light Interim HR Director, addressed the Commission regarding the hearing process.

Samuel Tucker addressed the Commission regarding City Light's treatment of employees, and gave a commendation to the CSC.

ACTION ITEMS

1. Approval of Minutes:

Approval of June 16, 2010 Meeting Minutes: Commissioner Jewell moved to approve the minutes as amended. Commissioner Casson seconded the motion. The motion passed.

2. Review Monthly Case Status Report & Appeal-New, Review & Update:

The Commission reviewed the monthly case status report.

Review: Anderson v. Seattle Center—CSC No. 09-01-013: The Commission reviewed the Decision of the Office of the Hearing Examiner and Petition for Review filed by the appellant. Commissioner Hirakawa was the Reviewing Officer. Commissioner Hirakawa moved to affirm the findings of OHE that the termination was for just cause. Commissioner Casson seconded. The motion passed.

Review: McClure v. City Light—CSC No. 09-01-009: (Commissioner Jewell recused himself) The Commission reviewed the Decision of the Office of the Hearing Examiner and Petition for Review filed by the appellant. Commissioner Casson was the Reviewing Officer. Commissioner Casson moved to affirm the findings of the OHE. The Commission does not have jurisdiction over the issue of repayment for paid administrative leave and there was justifiable cause for a one-day suspension. Commissioner Hirakawa seconded. The motion passed.

DISCUSSION ITEMS

3. **Potential Legislation to Address Personnel Rules Concerns/Letter to Departments Regarding Exhaustion of Grievance Procedure Re: Smith Decision:** The Commission discussed holding a Public Hearing and accepting written and oral comments to address potential legislation in the following areas that have been issues of appeals.
 - Seniority for Reclass/Reallocation
 - Letters in File
 - Notification of 3 Step (Grievance Procedure)
5. **Monthly Summit (Budget Report) Supplemental for Hearing Officer:** The Executive Director reported to the Commission that staff will continue to be watchful of Hearing Officers' salaries which could easily exceed budget if the number of appeals received stays constant. To help prevent this, appeals will be referred to the OHE.
6. **Old/New Business:** No Old/New Business
7. **Other:** If there are no issues in need of Commission attention between now and the August meeting. The August meeting will be deferred until September.

- **The following item was taken out of order and included in the Executive Session:**

Executive Session: The Commission went into executive session at 10:40 a.m. the executive session ended at 11:40 a.m.

4. **Hearing Conduct: Review of Taped Hearing Proceedings-Taylor v. City Light—CSC No. 10-07-005:** (Commissioner Jewell recused himself) The Commission listened to the taped proceedings of the Taylor v. City Light prehearing with Chris Mathews presiding CSC hearing officer. The Commission took no further action on this issue.

Adjourn: The meeting adjourned at 11:40 a.m.

Respectfully Submitted:

/s/ Teresa R. Jacobs 9/15/2010

Teresa R. Jacobs
Administrative Staff Assistant

Approved by:

/s/ Steven A. Jewell 9/15/2010

Steven A. Jewell
Commission Chair

Date